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Industry Wage Survey
Hosiery, Except Women's
Southeast Region
August 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
June 1988

Straight-time earnings of 27,438 production and related workers in the hosiery industry, except women's, in the Southeast region averaged $5.75 an hour in August 1987, according to a recent survey conducted by the Bureau of Labor Statistics. Among the occupations selected for separate study, hourly pay ranged from $5.19 for boarders, other than automatic, to $8.48 for repairers of knitting machines. Knitters, automatic, the largest occupation studied, averaged $5.48 an hour.

The survey also developed information on certain establishment practices and employee benefit provisions, such as paid holidays and vacations, retirement pension plans, life and health insurance, and scheduled weekly hours of work.

Included in the survey were establishments with 20 or more workers primarily engaged in knitting, dyeing, or finishing hosiery, except women's and misses' full- and knee-length seamless and full-fashioned hosiery, and panty hose (industry 2252 as defined in the 1972 edition of the *Standard Industrial Classification Manual* of the U.S. Office of Management and Budget). Excluded were converters or jobbers and separate auxiliary units such as central offices and warehouses.

The Bureau also surveyed establishments manufacturing women's hosiery. Separate summaries are being published for this industry branch for selected locations of industry concentration. A comprehensive bulletin that will include all data developed for the two industries is expected to be available in the fall of 1988.

The Southeast region consists of Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

Data were obtained by visits of Bureau representatives to 93 of the 243 establishments in the area. These establishments, employing 18,394 workers, were selected and appropriately weighted to represent approximately 30,505 workers.

Fieldwork was directed by Jerry Adams and Irwin Feigenbaum, Assistant Regional Commissioners for Operations of the Bureau's Atlanta and Philadelphia regional offices, respectively.

Summary reports on hosiery, except women's, are being issued for the Middle Atlantic and Southeast regions, the States of North Carolina and Tennessee, and the metropolitan areas of Burlington; Greensboro, Winston-Salem, High Point; and Hickory. For the women's hosiery industry, reports are being published for the Southeast region, North Carolina, and the Greensboro, Winston-Salem, High Point area.

Summary reports may be obtained from the Bureau of Labor Statistics, Washington, DC 20212, or from any of its regional offices listed on the back page.

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Table 1. Occupational earnings: Hosiery, except women's, Southeast region, August 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																								
			Under 3.50	3.50 and under 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.25	5.25 – 5.50	5.50 – 5.75	5.75 – 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 and over
All production workers	27,438	5.75	993	603	1156	1494	1502	1756	1771	2449	1695	2150	2080	1537	1358	973	742	771	581	507	403	406	349	214	299	536	289	624
Men	6,297	6.75	56	60	62	220	186	308	319	492	361	369	334	279	250	172	141	258	189	279	152	236	221	122	214	388	195	434
Women	20,341	5.42	919	523	1074	1230	1271	1387	1385	1884	1484	1738	1711	1230	1079	753	576	501	388	221	244	157	117	82	75	106	73	133
Selected production occupations																												
KNITTING																												
Collection-system operators	93	5.54	-	-	1	-	1	2	1	17	7	40	19	1	3	-	-	-	-	1	-	-	-	-	-	-	-	-
Knitters, automatic	3,058	5.48	43	16	93	188	162	230	198	382	196	355	359	208	200	123	93	62	48	23	13	14	17	5	12	-	6	6
Men:																												
Time	189	4.83	-	3	2	40	5	30	24	28	1	50	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	2,677	5.50	43	13	91	144	150	192	150	331	189	282	322	196	192	113	91	53	36	20	10	13	17	5	9	3	6	6
Time	1,041	5.19	8	2	15	84	69	101	63	228	90	104	135	64	70	-	8	-	-	-	-	-	-	-	-	-	-	-
Incentive	1,636	5.70	35	11	76	60	81	91	87	103	99	178	187	132	122	113	83	53	36	20	10	13	17	5	9	3	6	6
Operate only	2,663	5.57	32	16	28	141	145	172	168	277	194	342	351	187	190	122	90	59	36	21	13	14	17	5	5	6	6	6
Men:																												
Time	189	4.83	-	3	2	40	5	30	24	28	1	50	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	2,282	5.60	32	13	26	97	133	134	140	226	187	269	314	175	182	112	88	50	24	18	10	13	17	5	2	3	6	6
Time	831	5.30	-	2	3	60	54	52	63	132	90	104	135	58	70	-	8	-	-	-	-	-	-	-	-	-	-	-
Incentive	1,451	5.77	32	11	23	37	79	82	77	94	97	165	179	117	112	112	80	50	24	18	10	13	17	5	2	3	6	6
Knitters, string [2]	497	5.76	18	3	3	12	7	23	17	41	47	39	154	34	13	18	18	9	6	10	5	1	6	2	3	2	6	-
Operate only	479	5.85	-	3	3	12	7	23	17	41	47	39	154	34	13	18	18	9	6	10	5	1	6	2	3	2	6	-
DYEING, BOARDING AND PREBOARDING																												
Dyeing-machine tenders	933	5.81	1	7	8	24	66	45	57	124	43	107	61	60	90	45	42	27	21	5	22	19	20	2	-	8	9	-
Men	880	5.81	1	6	8	23	56	44	57	116	33	93	59	60	81	45	42	27	21	5	22	12	20	2	-	8	9	-
Time	790	5.80	1	6	8	16	65	26	48	107	32	90	56	79	59	44	34	27	21	5	22	10	20	2	-	8	2	-
Women [3]	53	5.82	-	1	-	1	-	1	-	8	10	14	2	-	9	-	-	-	-	-	-	7	-	-	-	-	-	-
Boarders, automatic	2,895	5.34	169	74	211	128	189	150	226	249	213	261	200	186	174	116	88	79	57	35	28	24	13	1	10	11	3	-
Men [4]	157	5.98	7	-	4	-	4	-	-	8	6	7	24	56	4	2	4	8	4	2	-	-	7	-	-	-	2	-
Women [4]	2,726	5.31	161	73	206	127	184	149	224	239	207	254	176	120	169	114	83	73	53	33	28	24	6	1	10	11	1	-
Boarders, other than automatic [3]	139	5.19	-	7	-	8	12	5	26	31	14	2	6	23	-	-	-	6	1	-	-	-	-	-	-	-	-	-
FINISHING																												
Automatic toe-closing machine operators [3]	387	5.88	12	2	8	7	13	12	36	28	64	30	25	24	18	21	20	10	11	9	12	2	3	5	-	6	4	4
Menders, hand, grey [3]	7	5.33	-	1	-	1	1	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-
Pairers [3]	2,462	5.39	148	117	196	130	203	192	119	173	162	145	134	130	104	116	85	76	49	30	29	24	16	15	21	25	9	30
Socks	1,423	5.15	103	94	108	84	158	124	55	104	74	100	74	66	45	57	24	43	27	18	13	15	6	9	3	13	4	4
Seamers, toe [3]	2,645	5.24	153	90	155	172	214	168	190	227	219	277	193	140	119	80	45	38	55	31	12	15	9	9	9	11	13	1
Sewing-machine operators (Panty hose) [3]	198	5.81	7	2	3	14	18	4	3	7	14	12	14	25	10	16	17	14	10	3	2	-	-	-	2	1	-	-
Leg blank sewers	94	5.61	7	-	1	8	11	1	2	2	8	3	4	18	1	9	8	9	1	-	-	-	-	-	1	-	-	-
Transfer-machine operators [3]	64	5.35	3	1	7	8	2	5	4	10	2	-	3	6	3	1	1	2	1	4	-	-	1	1	-	-	-	1
INSPECTING AND PACKAGING																												
Examiners (hosiery inspectors) [3]	253	5.65	5	-	5	42	14	2	4	25	18	8	35	24	10	16	11	1	16	1	8	1	3	-	3	-	1	-
Finished examiners	232	5.67	5	-	5	40	12	-	3	20	18	8	30	24	10	14	9	1	16	1	8	1	3	-	3	-	1	-
Baggers [3]	200	5.92	6	1	10	17	21	8	4	1	3	15	12	16	13	2	9	16	16	7	16	4	-	1	2	-	-	-
Boxers [3]	415	5.80	7	3	3	23	29	30	39	64	58	37	48	37	6	7	3	4	3	7	7	-	-	-	-	-	-	-
Folders [3]	392	5.22	23	8	8	46	29	39	58	23	13	23	13	14	31	18	18	7	10	3	2	2	-	3	-	-	-	1
Folders and boxers [3]	1,512	5.23	127	40	145	115	90	111	113	85	103	96	94	73	57	56	38	36	18	25	34	6	22	5	5	6	3	9
MAINTENANCE																												
Repairers, knitting machines	1,417	6.48	-	5	-	15	6	-	11	7	31	14	13	19	41	29	26	75	72	109	44	117	62	57	52	203	114	[4]285
Men [3]	1,285	6.62	-	5	-	5	1	-	6	7	6	9	10	12	41	29	26	73	71	106	36	112	57	49	52	180	109	283

See footnotes at end of table.

Table 1. Occupational earnings: Hosiery, except women's, Southeast region, August 1987 —Continued

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																								
			Under 3.50	3.50 and under 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.25	5.25 – 5.50	5.50 – 5.75	5.75 – 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 and over
Repairers, sewing machines	92	7.56	–	–	–	–	–	–	–	–	2	4	1	4	2	2	11	9	18	2	10	10	–	6	–	4	6	1
Men [2]	85	7.51	–	–	–	–	–	–	–	–	2	4	1	4	2	–	11	9	18	2	10	8	–	5	–	2	6	1

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all women.
[3] Virtually all time workers.
[4] Virtually all incentive workers.
[5] Workers were distributed as follows: 117 at $10.00 to $10.50; 98 at $10.50 to $11.00; 44 at $11.00 to $11.50; 4 at $11.50 to $12.00; and 34 at $12.00 and over.

NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Establishment practices and employee benefits: Hosiery, except women's, Southeast region, August 1987

Item	Percent of total plant employment	
	Second shift	Third shift
Shift differentials		
Workers in establishments with late-shift provisions	96.1	87.5
With shift differentials	38.9	41.2
Uniform cents (per hour)	14.1	20.0
5 cents	–	1.5
8 and under 9 cents	7.2	7.2
10 cents	2.2	2.5
13 cents	–	1.7
15 cents	1.1	1.4
18 cents	.3	–
20 cents	.7	.8
23 cents	–	.3
25 cents	1.7	2.0
30 cents	–	.8
32 cents	.4	–
50 cents	.5	1.6
Uniform percentage	20.6	20.6
4 percent	1.1	–
5 percent	18.4	–
6 percent	–	6.0
8 percent	–	8.4
9 percent	–	1.2
10 percent	1.1	4.9
Other pay differential	2.2	.7
With no shift differentials	59.2	46.3
Workers employed on late shifts	21.8	12.3
Receiving differentials	9.2	6.9
Uniform cents (per hour)	2.4	2.9
5 cents	–	.3
8 and under 9 cents	1.2	.7
10 cents	.3	.4
13 cents	–	.6
15 cents	.3	.1
18 cents	(*)	–
20 cents	.2	.1
23 cents	–	(*)
25 cents	.2	.4
30 cents	–	.2
32 cents	(*)	–
50 cents	.1	.2
Uniform percentage	6.4	4.0
4 percent	.1	–
5 percent	6.2	–
6 percent	–	1.7
8 percent	–	1.4
9 percent	–	.3
10 percent	.1	.7
Other pay differential	.4	(*)
Receiving no differentials	12.6	5.4

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Scheduled weekly hours		
All workers	100	
40 hours	93	
45 hours	1	
48 hours	5	
53 hours	(*)	
Paid holidays		
All workers	100	
Receiving paid holidays	78	
1 holiday	1	
2 holidays	2	
3 holidays	9	
4 holidays	28	
5 holidays	10	
6 holidays	6	
7 holidays	7	
8 holidays	10	
9 holidays	6	
12 holidays	(*)	
Receiving no paid holidays	22	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	12	
In establishments providing paid vacations	88	
Length-of-time payment	34	
Percentage payment	54	
By vacation pay provisions for:		
6 months of service:		
Under 1 week	39	
1 week	11	
Over 1 and under 2 weeks	3	
1 year of service:		
1 week	55	
Over 1 and under 2 weeks	14	
2 weeks	16	
Over 2 and under 3 weeks	1	
2 years of service:		
1 week	53	
Over 1 and under 2 weeks	9	
2 weeks	25	
Over 2 and under 3 weeks	1	
3 years of service:		
1 week	35	
Over 1 and under 2 weeks	4	
2 weeks	47	
Over 2 and under 3 weeks	1	
4 weeks	1	
5 years of service:		
1 week	9	
Over 1 and under 2 weeks	3	
2 weeks	68	
Over 2 and under 3 weeks	5	
4 weeks	2	
10 years of service:		
1 week	7	
Over 1 and under 2 weeks	2	
2 weeks	56	
Over 2 and under 3 weeks	1	
3 weeks	20	
4 weeks	2	
12 years of service:		
1 week	7	
Over 1 and under 2 weeks	2	
2 weeks	56	
Over 2 and under 3 weeks	1	
3 weeks	20	
Over 3 and under 4 weeks	(*)	
4 weeks	2	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
By vacation pay provisions for: – Continued		
15 years of service:		
1 week	7	
Over 1 and under 2 weeks	2	
2 weeks	49	
Over 2 and under 3 weeks	1	
3 weeks	27	
Over 3 and under 4 weeks	(*)	
4 weeks	2	
20 years of service or more:		
1 week	7	
Over 1 and under 2 weeks[2]	2	
2 weeks	49	
Over 2 and under 3 weeks	1	
3 weeks	16	
4 weeks	13	
Insurance, health, and retirement plans		
In establishments offering at least one of the benefits shown below	98	
Life insurance	92	
Accidental death and dismemberment insurance	77	
Sickness and accident insurance or sick leave or both	43	
Sickness and accident insurance	42	
Sick leave (full pay and no waiting period)	2	
Sick leave (partial pay or waiting period)	–	
Long-term disability insurance	10	
Hospitalization insurance	98	
Surgical insurance	98	
Medical insurance	98	
Major medical insurance	98	
Dental insurance	13	
Health maintenance organization	2	
Retirement plans	48	
Pension	35	
Lump sum	13	

[1] Data not collected.
[2] Less than 0.05 percent.
[3] Less than 0.5 percent.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. $4.50
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.50
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1986. BLS Bulletin 2292. $5.50
GPO Stock No. 029-001-02963-2
Machinery Manufacturing, 1983. BLS Bulletin 2229. $3.50*
Meat Products, 1984. BLS Bulletin 2247. $6*
Men's and Boys' Shirts and Nightwear, 1987. BLS Bulletin 2304
Men's and Boys' Suits and Coats, 1984. BLS Bulletin 2230. $2.25*
Men's and Women's Footwear, 1986. BLS Bulletin 2291. $3.50*
Millwork, 1984. BLS Bulletin 2244. $2*
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103. $4.50*
Motor Vehicles and Parts, 1983. BLS Bulletin 2223. $4.75*
Petroleum Refining, 1985. BLS Bulletin 2255. $2.25*
Pressed or Blown Glass and Glassware, 1986. BLS Bulletin 2286. $3*
Pulp, Paper, and Paperboard Mills, 1982. BLS Bulletin 2180. $4*
Shipbuilding and Repairing, 1986. BLS Bulletin 2295. $2
GPO Stock No. 029-001-02965-9
Structural Clay Products, 1986. BLS Bulletin 2288. $3.25*
Synthetic Fibers, 1985. BLS Bulletin 2268. $1.50
GPO Stock No. 029-001-02904-7
Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. $3.25*
Textile Mills, 1985, BLS Bulletin 2265. $5.50
GPO Stock No. 029-001-02920-9
Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.
Wood Household Furniture, 1986. BLS Bulletin 2283. $5.50
GPO Stock No. 029-001-02931-4

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177. $1*
Auto Dealer Repair Shops, 1982. BLS Bulletin 2198. $2.25*
Banking, 1985. BLS Bulletin 2269. $4
GPO Stock No. 029-001-02913-6
Bituminous Coal Mining, 1982. BLS Bulletin 2185. $2.50*
Certificated Air Carriers, 1984. BLS Bulletin 2241. $2*
Computer and Data Processing Services, 1982. BLS Bulletin 2184. $2*
Contract Cleaning Services, 1986. BLS Bulletin 2299. $3
GPO Stock No. 029-001-02970-5
Department Stores, 1981. BLS Bulletin 2147. $3.50*
Electric and Gas Utilities, 1982. BLS Bulletin 2218. $4.75*
Hospitals, 1985. BLS Bulletin 2273. $12
GPO Stock No. 029-001-02919-5
Hotels and Motels, 1983. BLS Bulletin 2227. $3.25*
Life and Health Insurance Carriers, 1986. BLS Bulletin 2293. $5
GPO Stock No. 029-001-02939-0
Metal Mining, 1977 BLS Bulletin 2017. $4.50*
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

Data available

- Incidence and detailed characteristics of 14 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods; holidays, vacations, and personal, funeral, jury-duty, military, and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
- Incidence and provisions of flexible benefit plans and reimbursement accounts are included for the first time in 1986.

Coverage

- Major benefits in medium and large firms, nationwide.
- Minimum employment in establishments covered is generally 100 to 250 employees, depending on the industry.

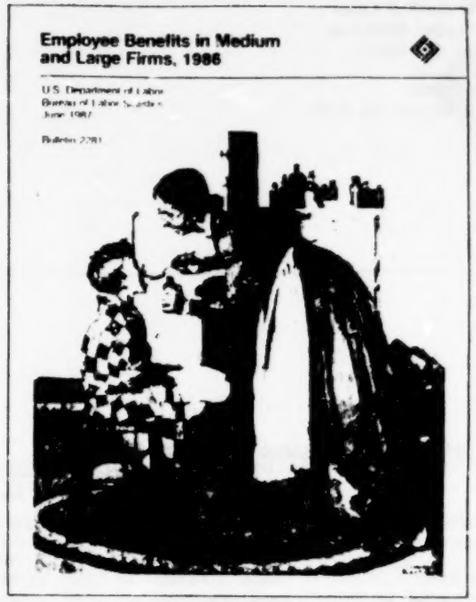
☆ U.S. Government Printing Office: 1988—202-096/80057

Source of data

- Samples of about 1,500 establishments in a cross-section of the Nation's private industries; primarily by personal interview.

Uses

- Benefit administration in public and private employment.
- Union contract negotiations.
- Conciliation and arbitration in public and private sectors.
- Development of legislation affecting the welfare of workers.



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